



MINUTES OF THE BOARD OF SUPERVISORS  
COUNTY OF LOS ANGELES, STATE OF CALIFORNIA

Joanne Sturges, Executive Officer  
Clerk of the Board of Supervisors  
383 Kenneth Hahn Hall of Administration  
Los Angeles, California 90012

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All Department/District Heads

At the Adjourned Regular Budget Committee meeting of June 15, 1995, held on June 21, 1995, the following action was taken:

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The following item was called up for consideration:

Director of Personnel's revised recommendation to instruct the Director of Personnel to continue to coordinate and to enhance, wherever possible, the County's efforts to find alternative placements for County employees who may be subject to layoff, as outlined in the Director of Personnel's April 25, 1995 memorandum to all Department Heads; authorize Director of Personnel to implement job fairs, coordinate transfers of employees subject to layoff to other County Departments where feasible, encourage other public agencies and private organizations to hire County employees subject to layoff where possible, and to take such other similar actions as the Director deems appropriate to further the County's ongoing efforts to find alternative placements for County employees subject to layoff; also instruct all County Departments to cooperate with the Director of Personnel, in accordance with the procedures established by the Director of Personnel, in the conduct and coordination of layoff and reduction of employees and all efforts to find alternative placements for employees subject to layoff; instruct County Counsel to request that the Superior Court order any party initiating legal action which would stop or delay County workforce reductions to post a bond to offset any damages the County may incur if the County prevails in the lawsuit; and clarify the Board's policies with regard to employee layoffs as follows:

- a) All layoffs to be conducted in accordance with the procedures and requirements set forth in the Civil Service Rules and collective bargaining agreements with employee unions;

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Syn. 6 (Continued)

- b) When implementing layoffs the number of permanent County employees to be laid off or reduced by any County Department should be minimized, whenever possible, by making reasonable efforts to find alternative placements for such permanent employees in other County Departments, including the displacement of contract service workers, if the employees are qualified and available for such placement; and
- c) Whenever economically feasible, the number of County employees, whether permanent or temporary, to be laid off or reduced by any department should be minimized by discontinuing contract personnel services within such department, when the contract permits it, in areas where permanent or temporary County employees subject to layoff or reduction are qualified and available to perform such work, this policy shall not require the displacement of contract services workers in other County Departments to place temporary employees.

On motion of Supervisor Antonovich, seconded by Supervisor Yaroslavsky, unanimously carried (Supervisor Burke being absent), the Director of Personnel's attached recommendations were adopted.

Later in the meeting, on motion of Supervisor Dana, seconded by Supervisor Antonovich, unanimously carried (Supervisor Burke being absent), the foregoing motion was reconsidered.

Michael J. Henry, Director of Personnel addressed the Board.

After discussion, on motion of Supervisor Dana, seconded by Supervisor Yaroslavsky, unanimously carried (Supervisor Burke being absent), the Board took the following actions:

- a. Adopted the Director of Personnel's attached recommendations;
- b. Instructed the Chief Administrative Officer to report back to the Board at the Budget Committee meeting of June 27, 1995, if the Memorandum of Understanding language is inconsistent with policy c) that whenever economically feasible, the number of County employees, whether permanent or temporary, to be laid off or reduced by any department should be minimized by discontinuing contract personnel services within such department, when the contract permits it, in areas where permanent or temporary County employees subject to layoff or reduction are qualified and available to perform such work, this policy shall not require the displacement of contract services workers in other County Departments to place temporary employees; and

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Syn. 6 (Continued)

- c. Instructed the Director of Personnel to report back to the Board at the Budget Committee meeting of June 27, 1995 on the number of employees affected, costs and the time frames associated with the layoffs related to the Board's action of June 20, 1995 (Syn. 69), adopting the proposed budget for 1995-96.

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Attachment

Copies distributed:  
Each Supervisor